



Public Employees Union, Local One

THE UNION FOR PUBLIC EMPLOYEES
ORGANIZED 1941

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March 22, 2013

Dr. Steven Lawrence
Superintendent
Mt. Diablo Unified School District
1936 Carlotta Drive
Concord, California 94519

**Mt. Diablo Unified School District
CST Unit
Sunshine Contract Proposals
2013 – 2016**

Dear Dr. Lawrence:

Pursuant to Article #43, Successor Agreement, and discussions with District staff, the Union is herewith presenting proposals for a successor agreement between the Union and the District. The Union is very interested in exploring avenues of enhancing the working conditions of our bargaining unit members, particularly in the areas of wages, hours of work, and benefits, as well as other areas that affect our employment with the District. We would like to meet to initiate dialogue for improvement to the MOU that will include, but is not limited to the following articles:

Article #31. Hours of Work (p. 26)

The District shall restore all hours and positions that were eliminated or reduced during the 2009-2012 budget cycles. This includes all positions at all elementary sites, high schools, middle schools, and other District sites and offices.

Article 2. Coverage (p.1). The parties shall also create the position of Lead Instructional Materials Assistant (IMA) for the bargaining unit.

Article 4. Organizational Rights (p. 3)

Add section g. Release Time for Union President: The District will provide full 1.0 FTE release time for the Local 1 CST Unit President for negotiations, grievance processing, meetings with District representatives and other representation activities.

Article 39. Career Development (p. 49)

The parties shall work together to review the components of the program in an effort to update reimbursement amounts and payment for approved credit points and revitalizing the program for ease of use.



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Article 40. Salary Administration (p. 51)

127. Step Increase. The District shall add a seventh (7th) step to the Salary Schedule (Appendix A).

129. Longevity Pay. The longevity schedule shall be increased by .5 % at each level.

Article 41. Salary (p. 53)

133. The District shall provide a salary increase to all bargaining unit employees, across-the-board, effective July, 1, 2013, July 1, 2014 and July 1, 2015.

134. Furlough Days. There shall be no furlough days taken by bargaining unit members during the term of this MOU.

Article 42 – Employee Benefits (p. 54)

137. Cap. The District shall remove the cap on the amount that it pays for benefits for bargaining unit members and shall pay 100% of the premium cost for those who are eligible for benefits.

Add Section 150. Protection Against Identity Theft (p. 57)

The District shall provide coverage by Protect My ID Elite to monitor activity for the purpose of identity protection to all bargaining unit members during the term of the contract.

Article 43 Term (p.57) Amend Agreement to reflect a closed Agreement from July 1, 2013 through June 30, 2016.

Add Section 153. If there is an increase in total compensation for another bargaining unit, represented or unrepresented, Public Employees Union Local One shall receive the equivalent increase in total compensation.

We look forward to meeting with the management team at the earliest convenience to begin the discussion of changes to the contract that will benefit the Local One members of the (CST) Clerical, Secretarial and Technical Unit as well as benefit those who receive the services of the agency.

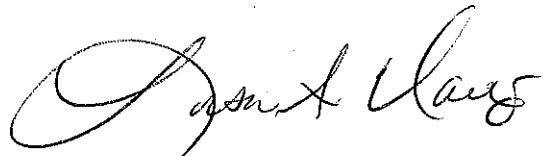
You may contact Local One at the above mentioned telephone number.

Sincerely,

PUBLIC EMPLOYEES UNION, LOCAL ONE



Karen B. Anthony
Business Agent



Lisa A. Davis
Business Agent

KBA, LAD:jas
cc: CST Negotiations Team Members